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ABSTRACT

Founded in 1968, Program Funding, Inc. (PFI) is a statewide comprehensive agency delivering programs to farmworkers wherever they work and reside in New York. PFI has encouraged State, Federal, and private agencies to make new commitments to farmworkers and has been able to maintain the support of those agency personnel who set the precedents of services to farmworkers in the past. PFI has also been able to grow significantly, both through increased grants and through expanded services to migrant and seasonal farmworkers. Between September 1, 1974 and August 31, 1975 PFI offered migrant and seasonal farmworkers and rural poor: classroom training, on-the-job training, nutritional services, manpower services, housing, day care, and relocation assistance. These activities were made possible through a multiple funding mix of resources. This 1975 annual report presents a listing of resources available to PFI during the period September 1974-August 1975; the program operations and expenditure report; a listing of PFI's 1974-75 staff and local policy board members; and the reports from the Chairperson and the Executive Director. (NQ)

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PROGRAM FUNDING INC.

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ANNUAL REPORT

1975

PROGRAM FUNDING, INC.
Suite 730, Powers Building
Rochester, New York 14614
(716) 546-7180

REPORT FROM THE CHAIRPERSON

Rev. Timothy Hoyt

1974 - 1975

As Chairperson of the Board of Directors of Program Funding, Inc., I have appreciated the opportunity to witness the continued growth and strength of Program Funding, Inc. Program Funding, Inc. is a unique agency that unites the efforts of many persons across the State; farmworkers and other minorities, men and women, as well as representatives of the private and public sectors, who share in common the concern for New York State's migrant and seasonal farmworkers.

I am able to report that despite the fact that this time is marked by decreased Federal and State support to the poor served through the private sector, Program Funding, Inc. has been able to grow significantly, both through increased grants and through expanded services to migrant and seasonal farmworkers. Program Funding, Inc. has been able to encourage State, Federal and private agencies to make new commitments to farmworkers and has been able to maintain the support of those agency personnel who set the precedents of services to farmworkers in the past. This current strength of services to farmworkers is the reflection of the tremendous commitment of many persons in the public and private sector, as well as the diverse staff of the agency.

Program Funding, Inc.'s strength lies in the composition of its Board of Directors and staff. Program Funding, Inc. is a farmworker-governed organization, dedicated to farmworker involvement in planning and program implementation. Through the strengthening of Board process, Program Funding, Inc. has been able to grow. We have revised our By-Laws, developed a preliminary Affirmative Action plan, rewritten and adopted Personnel Policies and Procedures and reconstituted our committees in the past year.

Our Program Operations Committee has met frequently and insured grant and program directions were consistent with farmworker recommendations made at our 1974 Annual Conference.

We have worked together to bring staff to our agency who are dedicated to quality services for farmworkers and programs that will enable economic stability for farmworkers.

Program Funding, Inc., founded in 1968, is in 1975 a State-wide comprehensive agency delivering quality programs to farmworkers wherever they work and reside in our State. We have greatly expanded our manpower programs, while continuing our commitment to farmworker services. Our outreach capability is greater than ever before, reaching farmworkers from Erie to Suffolk County. We maintain our commitment to be advocates for farmworkers, recognizing advocacy as necessary for systemic change.

Elsewhere in this Annual Report you will read of the progress we have made in addressing farmworker concerns of last year, of grants and

programs we have administered this year, and of our plans for the coming months.

Finally, I would like to thank the members of the Board of Directors, the local Policy Boards, the agencies which fund us and the staff -- all of whom together have made our growth and work toward improving the quality of life for New York farmworkers possible.

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PROGRAM FUNDING, INC.

1974 - 1975 Officers

Rev. Timothy Hoyt	Chairperson
Ms. Velma Wright	Vice Chairperson
Mr. Henry Greer	Secretary
Mr. Willie Wilson	Treasurer
Ms. Blanche Baskerville	Chairperson, Personnel Committee

Board of Directors

Mr. George Robinson	Ms. Lillie Mae Thomas
Ms. Cynthia Coleman	Ms. Pat Carr
Mr. Robert Merrill	Ms. Elvia Cortez
Ms. Ann Stevens	Mr. Rogers Austin
Mr. Roy Green	Mr. Jim Brown
Mr. Arthur Herron	Ms. Gloria Jackson
Mr. Van Dyke Johnson	Ms. Willola Johnson
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Mr. Gerald Verbridge	Mr. Douglas Sinclair
Father George Wiant	Sister Alice McLaughlin
Rev. Robert Cobb	Mr. Stephen P. Johnson
Mr. Herb Engman	Mr. Carlos Rola
Mr. Juan Padilla	Mr. Pat Bartlett
Dr. B. John Ross	Mr. Dale Post
Mr. Harvey Robinson	Ms. Delores Fraser

* *

Corporate Counsel:	Beckerman, Davidson, Cook & Fink Thomas A. Fink, Esquire
Corporate Accountant:	Touche Ross & Company Mr. Robert Campbell
Corporate Insurance Agent:	Kirwan Agency, Inc. Mr. Joseph P. Kennedy, Jr.

REPORT FROM THE EXECUTIVE DIRECTOR

Ms. Karen N. Tobin

1974 - 1975

Program Funding, Inc. is a State-wide, farmworker-governed organization serving migrant and seasonal farmworkers throughout New York State. Program Funding, Inc.'s history of service and commitment to farmworkers dates back to 1968. Many of the members of its Board and staff have lifelong involvement with farmworkers and in programs dedicated to improving the quality of life for the employed and unemployed agricultural and rural poor.

During this past year we have witnessed the unprecedented decline of agricultural viability in this State, matched with extensive economic recession. In alarming numbers rural residents, including migrant and seasonal farmworkers, have found themselves under and unemployed. Rural poor suffered greatly as jobs became even more scarce. The cry for human services such as health, outreach, nutrition, day care and counseling became louder as the economic recession impacted particularly hard on rural counties. Farmworkers were typically the first fired, the most in debt and the last hired. As if the recession were not enough, hail, hurricane and reduced crop markets have left farmworkers this year without even the part-time seasonal jobs upon which they depend for their meager family incomes.

The growing need for assistance has posed considerable challenge to the agency. Program Funding, Inc. has had to devise programs and services to meet the growing number of seasonal farmworker poor in a time when funds to assist the private and public sector have been greatly reduced. To do this, Program Funding, Inc. has had to develop an administrative system and network of program delivery that insures the greatest number of dollars reaching the client. Efficient, effective program service has been necessitated in order to meet the expanding needs that have been so evident.

One year ago farmworkers met together with our Board of Directors and directed our efforts toward their pressing needs. We have addressed these needs during the year, as these needs became our major organizational goals. During the year we have spent extensive skill and resources addressing the needs of manpower training and relocation, housing rehabilitation, health care, advocacy, information dissemination, crew leader registration enforcement, women's rights, transportation and general improvement of quality of life for farmworkers. These summarize the concerns farmworkers raised at the 1974 Annual Meeting.

With respect to manpower training and relocation, the Program Report will indicate the extensive program support we have generated in the areas of work experience, manpower services and on-the-job training. We have been able to continue our State-wide relocation loan program for farmworkers who decide to relocate in New York State, having found full-time, unsubsidized employment.

Through three grants we have been able to begin to address the pressing need for housing rehabilitation in New York State. Farmer's Home Administration funds are being put to good use because we have assisted numerous families in qualifying for rehabilitation and mortgage loans. Our housing program is still in its infancy, but our direction is clear. Through funds from the U. S. Department of Labor, we have been able to provide health care to farmworkers in communities where Department of Health, Education and Welfare funded migrant health care programs do not exist. In several cases, we have supplemented HEW programs to improve the human service segments of their programs.

Although it is increasingly difficult to define advocacy for farmworkers, we have joined Mid-Hudson Legal Services in the publication of a booklet for farmworkers identifying legal rights. We have continued to bring health, Labor and welfare violations to the attention of violators and regulatory agencies when violations have been detrimental to farmworkers. We have continued to raise concerns regarding services farmworkers need and to which they are entitled, including those exemplified under the Wagner-Peysner Act. In addition, we have questioned the need for off-shore labor in New York State at a time of such high economic unemployment in rural counties.

Farmworkers are often excluded from services available to other community residents. Farming women often are excluded even more by way of their dual minority status. This year we were invited to present testimony at the White House regarding the needs of women in manpower programs. We will continue to raise the question of the particular needs of women that must include equal employment opportunities, wages, day care for children, credit opportunities, housing, etc.

Program Funding, Inc. continues to provide support for all human and outreach services. Of the utmost concern has been the provision of transportation to employment, health and day care services. Program Funding, Inc. continues to expand its van and outreach transportation network while reminding rural communities of the need to provide public transportation to farmworkers. The need for and problem of rural transportation is far from solved. We continue to work in this direction.

The overall goal of the agency is the provision of services that will improve the quality of life for every migrant and seasonal farmworker in New York State. We continue to be challenged by this 1974 goal, and hope to meet it with our expanding service programs.

Even as we write this 1975 Annual Report, we are aware we are growing in our ability to respond to pressing farmworker needs. We have recently received a nine State food contract from the Community Services Administration to develop the outreach and advocacy response for farmworker's nutritional needs. We have been awarded an elderly nutrition program from the New York State Office of the Ageing and Monroe County Manpower consortium to address the elderly rural hunger problem. With the New York State Department of Agriculture and Markets we have conducted a special job training program to explore utilization of local residents for fresh fruit harvest. We have been notified of a second year expansion grant award from

the National Institute of Alcohol Abuse and Alcoholism that will enable us to establish our second farmworker alcoholism 24-hour crisis referral center. We will establish our second site in Orange County with the New Life Foundation, our first site having been established in Wayne County with the Finger Lakes Alcoholism Counseling and Referral Agency. The New York State Council on the Arts has recently granted us an award to evaluate the value of rehabilitating rural housing. Numerous county manpower offices have indicated an interest in contracting with us to provide critical manpower services in rural areas to the poor, agricultural and others.

Program Funding, Inc. has been responding to the professed needs of our farmworker constituency over the past year. We welcome the new direction we will receive at this, our 1975 Annual Conference, as again our clients will caucus and provide us direction.

As we continue to grow and improve the quality of our services, we must never lose sight of our ultimate purpose - to one day see a farmworker employment force fully employed in a manner that will no longer require an advocate or a subsidy. This is the ultimate challenge that brings us together; one that must direct our future.

PROGRAM OPERATIONS AND EXPENDITURE REPORT

September 1, 1974 - August 31, 1975

Program Funding, Inc. offered the following Program Activities to migrant and seasonal farmworkers and rural poor during the period September 1, 1974 - August 31, 1975: Classroom Training; On-the-Job Training; Nutritional Services; Manpower Services, Housing; Day Care; and Relocation Assistance. These activities were made possible through a multiple funding mix of resources. The following grants detail resources available to PFI during the period September 1, 1974 - August 31, 1975.

1. NYS Division of Continuing Education

PFI received a grant from the New York State Division of Continuing Education (NYS Department of Education) to provide adult basic education services to migrant and seasonal families. The program provides English As A Second Language (ESL), High School Equivalency (GED) and Adult Basic Education (ABE) to approximately 534 individuals in nine PFI program sites throughout New York State.

2. Puerto Rican Department of Labor

PFI received funds from the Puerto Rican Department of Labor to provide stipends, recreation, and supportive services coordination to Puerto Rican farmworkers employed in New York State food processing plants. The program is a job/educational upgrading program. The primary goal is to provide the training necessary to upgrade employees within the food processing industry. Educational Services are provided by the New York State Office of Occupational Education. Curriculum development is provided by the New York State Bureau of Migrant Education. Food processing industry provides classroom space and overall technical assistance. Approximately 500 individuals were served through this program.

3. New York State Department of Labor

Program Funding, Inc. has received funds for Manpower Services staff, transportation, and emergency food services. The program will place PFI Manpower Services Specialist staff, Recruitment Counselors and Human Resource Aides in the various PFI program offices. The emergency food voucher component will provide $24,000 for emergency food vouchers to migrant and seasonal farmworkers. This will complement the resources available in the U.S. Department of Labor proposal for emergency food services. Approximately 2,500 individuals were served through this program.

4. U.S. Department of Labor

PFI received funds to operate comprehensive manpower and supportive services programs for migrant and seasonal farmworkers. This program provides the administrative and programmatic core for the PFI multi-service

delivery system. Eight program offices and two regional offices provide the delivery mechanism. An average of four staff members (Project Director, Manpower Services Specialist, Recruitment Counselor and Secretary) make up the service team responsible to deliver a wide variety of manpower and supportive services to migrant and seasonal farmworkers. Approximately 12,000 individuals were served through this program.

5. New York State Bureau of Migrant Education - Learn & Earn

The Learn and Earn Program is funded by the Bureau of Migrant Education and operated by Program Funding, Inc. PFI is funded for eight counselors and eighty enrollees. As operated through the local project offices and administrative staff of Program Funding, Inc., the program insures a comprehensive approach to the educational and vocational problems facing migrant and seasonal farmworker youngsters. Through sheltered work experience and career exploration and planning, the services of the public school system, non-profit agencies, the business sector, and interested individuals are being augmented to motivate the school drop-out and potential drop-out ages 14-21 to continue to take advantage of formal educational and vocational experiences. Approximately 150 individuals were served through this program.

6. Livingston County Operation Mainstream

Program Funding, Inc. is the subcontractor for the Livingston County Board of Supervisors to operate their Operation Mainstream Program. The Program provides sheltered work experience and job placement for underemployed and unemployed adults requiring indepth assistance in job readiness preparation, supportive services counseling and future job placement in the competitive job market. Approximately 50 individuals were served through this program.

7. National Institute on Alcohol Abuse and Alcoholism

Program Funding, Inc. was funded by the National Institute on Alcohol Abuse and Alcoholism to establish and operate an alcoholism reception center for debilitated alcoholics. The program is funded primarily to serve migrant and seasonal farmworkers. The program offers a wide variety of counseling and referral services to farmworkers and rural poor residing in Wayne and Orange Counties. PFI is funded for a three year period beginning October 1, 1974. Approximately 100 individuals were served through this program.

8. New York State Bureau of Migrant Education - Reading Is Fundamental (RIF)

RIF is a national, non-profit organization designed to motivate children to want to read by letting them keep a book of their choice from a wide variety of inexpensive paperback books. Most of the children RIF serves have never owned a book. The RIF Program for Migrant Children in New York State was funded by the Bureau of Migrant Education and operated

by PFI statewide in day care centers, public summer school and during school programs, migrant education tutorial programs, health clinics and PFI field offices. Every migrant education program serving the true and resettled target population can use RIF books to supplement the existing curriculum. Approximately 5,200 individuals ages pre-K through 21 were served through this program.

9. Housing

Rural Housing Alliance - Program Funding, Inc. has been funded by the Rural Housing Alliance to develop a technical assistance housing program for farmworker and rural housing in New York State.

Steuben County Churchmen Against Poverty - Program Funding, Inc. has been funded by the Steuben County Churchmen Against Poverty to develop a technical assistance housing program for farmworkers and rural housing in New York State.

Housing Commission - Episcopal Diocese of Rochester - Program Funding, Inc. has been funded by the Housing Commission of the Episcopal Diocese of Rochester to develop a technical assistance housing program for farmworkers and rural housing in New York State.

Approximately 80 individual households have been provided housing services and approximately 40 rural groups, agencies, and organizations have been provided with training and/or technical assistance through the combined funding of the three above listed Housing grants.

10. North Carolina Migrant & Seasonal Farmworker Association Emergency Food and Medical Services Program

Program Funding, Inc. was funded through February 28, 1975 by the Migrant and Seasonal Farmworkers Association, Inc. to operate Emergency Food and Medical Services (EFMS) Program for migrant and seasonal farmworkers. The purpose of the program was two-fold. First, the program made it possible to provide emergency food vouchers to migrant and seasonal farmworkers experiencing acute food shortages due to lack of work and other uncontrollable emergency situations. The fund was also used to: assist farmworkers to purchase food stamps upon being declared eligible; provide transportation to available work and transportation to home base community if stranded in New York State. Secondly, the EFMS Program provided funds for a staff person (EFMS) Director with responsibility to coordinate the emergency services funds for Program Funding, Inc. In addition, the EFMS Director was responsible to insure full and complete utilization of all public and private resources available to migrant and seasonal farmworkers to meet emergency situations encountered. This included insuring extensive utilization of the New York State Department of Social Services; New York State Department of Health; New York State Department of Labor; and volunteer community agencies.

Indirect Funding Sources
(Non-PFI Administered)

11. NYS Department of Labor Employment Service

The Employment Service provided OJT training slots for two PFI staff persons being trained.

12. NYS Office of Vocational Rehabilitation

Through a grant funded by the Department of Health, Education and Welfare to the New York State Office of Vocational Rehabilitation, two full-time OVR Counselors have been assigned to work exclusively with migrant and seasonal farmworkers through four Program Funding, Inc. Project Offices. Each counselor will spend 50% of their time in each PFI Project Office. Approximately 150 individuals have been served with this grant.

13. Monroe County Manpower - Title VI

PFI received two staff positions from Monroe County Manpower Office.

14. Monroe County Manpower

This Prime Sponsor contracted with PFI to provide counseling staff, stipends, and supportive services for the provision of educational/work experience services to youth ages 14 - 21. This program was integrated within the Program Funding, Inc. Learn and Earn program operated by PFI as described above.

15. Assigned Work Experience

Several Prime Sponsors and Balance of State Counties have assigned work experience slots to PFI Program Offices. These work experience slots provide a sound work experience in social services activities for the enrollee and provide additional staff services to PFI.

Stuart J. Mitchell, Deputy Director-Program

Andres Cardona, Deputy Director-Finance

PROGRAM OPERATION AND EXPENDITURE REPORT
September 1, 1974 - August 31, 1975

	FUNDING SOURCE	GRANT PERIOD	GRANT AWARD	AMOUNT RECEIVED TO DATE		AMOUNT EXPENDED TO DATE		BALANCE TO END OF GRANT PERIOD	
1.	NYS Office of Continuing Education	6/9/75-6/30/76	$127,853	$ 31,962	6/9/75-8/31/75	$ 31,962	6/9/75-8/31/75	$ 95,891	9/1/75-6/30/76
2.	Puerto Rico Department of Labor	5/15/75-3/30/76	47,834	14,557	5/15/75-8/31/76	14,557	5/15/75-8/31/76	33,277	9/1/75-3/30/76
3.	NYS Department of Labor	5/8/75-12/31/75	100,522	50,260	5/8/75-8/31/75	50,260	5/8/75-8/31/75	50,262	9/1/75-12/31/75
4.	U.S. Department of Labor	9/1/73-11/30/74	812,505	162,501	9/1/74-11/30/74	162,501	9/1/74-11/30/74	- 0 -	---
5.	U.S. Department of Labor	12/1/74-12/31/74	74,166	74,166	12/1/74-12/31/74	74,166	12/1/74-12/31/74	- 0 -	---
6.	U.S. Department of Labor	1/1/75-12/31/75	485,000	315,000	1/1/75-8/31/75	315,000	1/1/75-8/31/75	170,000	9/1/75-12/31/75
7.	NYS Bureau of Migrant Education	9/1/74-2/28/75	165,979	165,979	9/1/74-2/28/75	165,979	9/1/74-2/28/75	- 0 -	---
	Learn and Earn	3/1/75-8/31/75	136,636	136,636	3/1/75-8/31/75	136,636	3/1/75-8/31/75	- 0 -	---
8.	Livingston County Operation Mainstream	12/15/73-12/14/74	45,000	13,125	9/1/74-12/14/75	13,125	9/1/74-12/14/74	- 0 -	---
9.	Livingston County Operation Mainstream	12/15/74-12/14/75	82,391	58,361	12/15/74-8/31/75	58,361	12/15/74-8/31/75	24,030	9/1/74-12/14/75
10.	National Institute on Alcohol Abuse & Alcoholism	10/1/74-9/31/75	85,391	78,144	10/1/74-8/31/75	78,144	10/1/74-8/31/75	7,103	9/1/75-9/31/75
11.	NYS Bureau of Migrant Education Reading Is Fundamental	10/1/74-8/31/75	18,504	18,504	10/1/74-8/31/75	18,504	10/1/74-8/31/75	- 0 -	---
12.	Rural Housing Alliance	10/1/74-8/31/75	25,000	25,000	10/1/74-8/31/75	25,000	10/1/74-8/31/75	- 0 -	---
13.	Steuben County Church People Against Poverty	6/1/75-12/31/75	6,000	2,571	6/1/75-8/31/75	2,571	6/1/75-8/31/75	3,429	9/1/75-12/31/75
14.	Margaret Woodbury Strong Fund	10/1/74-10/30/75	9,000	7,612	10/1/74-8/31/75	7,612	10/1/74-8/31/75	1,388	9/1/75-10/30/75
15.	North Carolina Migrant & Seasonal Farmworker Assoc.	3/1/74-2/28/75	53,423	26,712	9/1/74-2/28/75	26,712	9/1/74-2/28/75	- 0 -	---
			TOTAL	$1,181,090	9/1/74-8/31/75	$1,181,090	9/1/74-8/31/75		

Program Operation & Expenditure Report
September 1, 1974 - August 31, 1975

INDIRECT FUNDING SOURCE (NON-PFI ADMINISTERED)	PERIOD OF OPERATION	EQUIVALENT GRANT AWARD	EQUIVALENT AMOUNT RECEIVED TO DATE		EQUIVALENT AMOUNT EXPENDED TO DATE		EQUIVALENT BALANCE TO END OF GRANT PERIOD	
16. NYS Employment Service OJT Contract	6/1/75-12/31/75	$ 5,300	$ 2,271	6/1/75-8/31/75	$ 2,271	6/1/75-8/31/75	$ 3,029	9/1/75-12/31/75
17. NYS Office of Vocational Rehabilitation	9/1/74-8/31/75	111,000	111,000	9/1/74-8/31/75	111,000	9/1/74-8/31/75	- 0 -	- - -
18. Monroe County Manpower Title VI	6/1/75-8/31/76	20,000	5,001	6/1/75-8/31/75	5,001	6/1/75-8/31/75	14,999	9/1/75-8/31/76
19. Prime Sponsor & Balance of State Counties Assigned Work Experience Slots to Learn & Earn	9/1/74-8/31/75	30,000	30,000	9/1/74-8/31/75	30,000	9/1/74-8/31/75	- 0 -	- - -
20. Prime Sponsor & Balance of State Counties Assigned Work Experience Slots to Program Offices	9/1/74-8/31/75	50,000	50,000	9/1/74-8/31/75	50,000	9/1/74-8/31/75	- 0 -	- - -
	GRAND TOTAL		$1,379,362	9/1/74-8/31/75	$1,379,362	9/1/74-8/31/75		

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PROGRAM FUNDING, INC.

Staff - 1974-1975

Executive Director	Karen N. Tobin
Deputy Director for Program	Stuart J. Mitchell, III
Deputy Director for Finance	Andres Cardona

CENTRAL OFFICE STAFF

Sharon Williams	Judy Lustig
Loida Rebis	Liz Freeman
Charles White	Joe Mancuso
Bettye Hendricks	

REGIONAL OFFICE STAFF

Carolyn Daniels	Lee Beaulac
Jill Alcorn	Donna LaBeef
John Farrance	

SPECIAL PROGRAM DIRECTORS

Steve Aronson	Margaret Hinton
Debbie Doyle	Abraham Hernandez
Kathryn J. Burns	Jill Devenport

HOUSING PROGRAM

Tom Carey	Mike Harms
Alberta Vasey	

PROJECT OFFICE STAFF

NIAGARA:	Edward Harris	Pauline White
	Pamela Vinn	Marie Sassi
	Luis Santos	
ORLEANS:	Oscar Amos	Bernice Boose
	Suzie Lane	Johnny Nelson
	Cheryl Nudd	
MONROE:	Jake Patterson	Rosie Hart
	Al Whitehurst	Shelia Cary
	Christine Hamm	
WAYNE:	Charles Allen	Talbert Hall
	Cornie Duval	Anna Bolar
OSWEGO:	Monico Soto	David Sweenie
	Lauren Weston	Leslie Klein

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ULSTER:	Katherine Gordon	Helen Davila
	Alan Smith	Harley Taylor
	Max Ray Faircloth	Carole Johnson
	Betty Monroe	
SUFFOLK:	Alexa Esser	Charlie Reid
	Richard Braunskill	
PROJECT REACH	Mary Hanson	Dick Smith

WARWICK AREA MIGRANT COMMITTEE

Jim Cassel	Efrain Pizarro
Mikel Ledford	Bennie Hill
Claire Einhorn	

NORTHERN WAYNE ALCOHOLISM REFERRAL CENTER

Art Berman	Ruth Ashe
Sam Cooper	

MACE TEACHERS AND AIDES

Bonnie Star	Paul Andrews
Bethany Carlson	Richard Valverde
Felicia Dolan	Cheryl Englert
John Gaze	Erika Benson
Tony Figurilli	Pat Calnon
Donna Hedley	Jennifer Pallin
Janelle Babbick	Eileen Walsh
Jacob Zarember	Mittie Elliott
Ellen Hagelberg	Kay Wood
Richard Stanin	DeWitt West
Shirley Weck	John Kurtz
Alice Wakefield	David Jones

JOB-UPGRADING PROGRAM STAFF

Paula Moran	Jane Reed
Domingo Colon	Kathleen Lynch
Boris Gaidasz	Diane Askew
Anthony Depalma	

OTHER STAFF

Bill Schwartzmeyer

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PROGRAM FUNDING, INC.

Local Policy Board Members

1974 - 1975

NIAGARA COUNTY

Arie Clark
Pearl Petters
Mrs. Lawrence Perry
Mrs. Frederick Fahs
Norma Ficara
Rev. Allen Goss
Barbara Hathaway
Rev. Edgar Huss
Fred Kappus
Althea Davis
Janice Craig
Betty Stimson
Joan Betzler
Ann Eifert
Elija Little, Jr.
Theresa Mudd
James Burdett
Mrs. Frederick Bastin

ORLEANS COUNTY

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Cynthia Coleman
Pleasant Harris
Susie DeLancy
Sally Thompson
Carolyn Joseph
Loretta Jackson
Warren DeLancy
Lance Thompson

MONROE COUNTY

Myron Kelley
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Christine Swearingen
Lee Earl Johnson
Mr. & Mrs. Robert Merrill
Vera Griffin
Irma Diaz
Maria Rodriguez
Mr. & Mrs. William Dunham
Malcolm McKinney
Mr. & Mrs. Fred Darby
Dave Kendrick
Maria Isabel Limon
Francisco Borrayo
Miguel Rodriguez

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Mary Ann Hall
Bertha Robinson
Lizzie Baker
Willie Mae Paige
Mr. & Mrs. O. C. Daniels
Beverly Wollek
Lee Graham
Cora Lee Mitchell
Martha Herrington
Mike Samuel
Mr. & Mrs. George Hilton
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Deacon Flagg
Mr. Frager
Carol Wilson
Ossie Jordan

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Ray Bridgers
Dennis Morton
Blanche Baskerville
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OSWEGO COUNTY (Continued)

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Morris Sorbello
Silverio Correas
Sebastian Vega
Terri Stone
Marta Anderson
Ramon Santiago

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Jim Brown
Phil Cordella
Mary Cromer
Louis Crepet
Inez Georges
Abraham Johnson
Emma J. Moss
Tom Siblo
Dorothy Sheridon
Rev. Paul Wally
Lolita Williams
Velma Wright
Roy Green
Claudette Johnson
Mr. & Mrs. Parson

SUFFOLK COUNTY

Thelma Smith
David McCoy
Herbert Smith
Sarah Felton
Diane Harper
Bruce Penn
Robert Hodge
Terri Krisman
Jim Brandi
Jack Alfred
Gloria Perkins
Willie Lee
Charles Reid
Annie Jenkins
Robert T. Burns
Father Molloy
Mrs. DeGrasse
Charles Randall
Pat Kerwin

PROJECT REACH, INC.

Dorry Christopher
Loree Dispenza
Mary Ewert
R. Patrick Fagan
Arlene Greer
Henry Greer
Dennis Luttenauer
Leanne Mitchell
Rebecca Mayes
Linda Robinson
Tom Wakefield
Robert Kennedy

WARWICK AREA MIGRANT COMMITTEE, INC.

Sam Ayers
Steve Cortez
Ed Gurda
Rev. Raymond Harbort
Josephine Leal
Abby Lee Martin
Joe Medina
Mary Onken
Mary Rodriguez
Yolanda Rojas
Horace Smith
Ray Utter
Marilyn Wheeler
Elvia Cortez
Gerald Decatur
Olga Fontes
Rev. Arthur Hewitt
Fred Leal
Gabriel Medina
Josephine Medina
Ignacio Rodriguez
Federico Rojas
Sister Helen Stanton
Ann Stevens
Peg Weber